

3.2 Sustainability Performance Data

We provide principal sustainability performance data for Tokio Marine Group.

● Reporting Period and Reporting Organizations

- Reporting period: Report on results for fiscal 2020 (April 1, 2020 – March 31, 2021)
- Reporting organizations: Tokio Marine Holdings and major subsidiaries

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

● Corporate Governance

For details, please refer to Corporate Governance Report.

[Corporate Governance \(Corporate Governance Report\)](#)

[Dialogue with Shareholders and Investors](#) >>

● Internal Control

[Internal Control](#)

● Improving Quality from the Customer's Perspective

[Improving Quality from the Customer's Perspective](#) >>

● Results of Tokio Marine Group's Sustainability Initiatives

[Initiatives to Promote Sustainability within the Group](#) >>

● Environment

■ CO₂ Emissions from Energy Sources and CO₂ Absorption and Fixation (Tokio Marine Holdings and major subsidiaries)

[Reduction targets for CO₂ emissions]

- Long-term target (fiscal 2030) : -60% (compared with fiscal 2015 level)
- Reduction target in fiscal 2021 : -1% compared with the previous year
























[CO₂ emissions]

From fiscal 2015, we began calculating Scope 3 "Category 1: Purchased goods and services (Purchased paper)," "Category 3: Fuel- and energy-related activities not included in Scope 1, 2" and "Category 5: Waste generated in operations" as we expanded the scope of calculation for CO₂ emissions. For fiscal 2020, CO₂ emissions (Scope 1+2+3) for Tokio Marine Holdings and major subsidiaries were 89,894 tons (domestic: 64,548 tons, overseas: 25,345 tons) versus the initial-year target of 110,060 tons (-1% from the previous fiscal year) and -19.1% compared with the previous fiscal year, thereby achieving the target. The principal factor was efforts to reduce environmental loads.

[Data coverage rate]

We calculate 100% (employee base) of Tokio Marine Holdings and major subsidiaries (excluding Scope 3 "Category 5: Waste generated in operations" and "Category 6: Business travel (by air)).

(Unit: tons)

		Fiscal 2018	Fiscal 2019	Fiscal 2020
CO ₂ emissions		111,509	111,172	89,894 
Breakdown	Domestic ^{*1}	77,511	73,470	64,548 
	Overseas ^{*2}	33,999	37,701	25,345 
Scope 1	Direct (Gas, heavy oil, gasoline, etc.)	15,007 Domestic: 9,512 Overseas: 5,494	17,478 Domestic: 8,860 Overseas: 8,618	13,163  Domestic: 7,150  Overseas: 6,013 
	Scope 2 Indirect (Electricity, chilled/hot water, etc.)	67,203 Domestic: 46,471 Overseas: 20,731	62,100 Domestic: 42,433 Overseas: 19,668	53,977  Domestic: 39,732  Overseas: 14,245 
Scope 3	Total	29,300 Domestic: 21,527 Overseas: 7,773	31,594 Domestic: 22,178 Overseas: 9,416	22,754  Domestic: 17,666  Overseas: 5,088 
	Category 1: Purchased goods and services (Paper usage)	14,765 Domestic: 13,460 Overseas: 1,304	13,184 Domestic: 11,491 Overseas: 1,693	11,172  Domestic: 9,958  Overseas: 1,214 
	Category 3: Fuel- and energy-related activities not included in Scope 1, 2 (Electricity, steam and chilled/hot water usage)	5,280 Domestic: 3,615 Overseas: 1,665	9,670 Domestic: 6,530 Overseas: 3,140	8,638  Domestic: 6,385  Overseas: 2,253 
	Category 5: Waste generated in operations (Waste generation)	1,070	1,101	1,045 
	Category 6: Business travel (by air)	8,186 Domestic: 3,382 Overseas: 4,804 (Coverage rate: 100%)	7,639 Domestic: 3,056 Overseas: 4,583 (Coverage rate: 100%)	1,900  Domestic: 279  Overseas: 1,621  (Coverage rate: 100%)
CO ₂ emissions per employee		2.82	2.70	2.08
Number of employees (consolidated fiscal year base)		39,521 persons	41,101 persons	43,260 persons
CO ₂ absorption and fixation * Excluding CO ₂ absorption and fixation (FY2020: 120,000 t) through mangrove planting		3,335	3,617	3,531 

Data calculation method (✓ items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

"1. Calculation Method of CO₂ emissions originating from energy consumption and CO₂ absorption and fixation"

Data collection scope (✓ items)

*1 [Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

Companies in which the headquarters is in Japan of "2. Tokio Marine Holdings and its subsidiaries (as of March 31, 2021)"

*2 [Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

Companies in which the headquarters is located overseas of "2. Tokio Marine Holdings and its subsidiaries (as of March 31, 2021)"

■ Environmental Load Data (Tokio Marine Holdings and major subsidiaries)

	Units	Fiscal 2018	Fiscal 2019	Fiscal 2020
Electricity usage	1,000kWh (GJ)	140,803 (506,892)	134,685 (484,866)	118,313 ✓ (425,928)
Gas usage	1,000m ³ (GJ)	1,307 (57,054)	1,488 (64,880)	1,342 ✓ (58,653)
Steam and chilled/hot water usage	GJ	21,271	14,765	17,337 ✓
Gasoline usage	kℓ (GJ)	5,133 (177,587)	5,949 (205,858)	3,766 ✓ (130,319)
Heavy oil usage	ℓ (GJ)	30,823 (1,434)	35,683 (1,395)	23,832 ✓ (931)
Business travel (by air)	1,000km	83,686	81,263	18,092 ✓
Paper usage	t	8,068	7,204	6,105 ✓

Data calculation method (✓ items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

Data collection scope (✓ items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

Companies of "2. Tokio Marine Holdings and its subsidiaries (as of March 31, 2021)"

■ CO₂ Emissions from Energy Sources (Tokio Marine & Nichido)**[CO₂ emissions reduction targets]**

- Long-term target (fiscal 2050): -60% reduction (compared with fiscal 2006 level)
- Reduction target in fiscal 2021: -1% compared with the previous year

[CO₂ emissions]

From fiscal 2015, we began calculating Scope 3 "Category 1: Purchased goods and services (Purchased paper)," "Category 3: Fuel- and energy-related activities not included in Scope 1, 2" and "Category 5: Waste generated in operations" as we expanded the scope of calculation for CO₂ emissions. For fiscal 2020, CO₂ emissions (Scope 1+2+3) of Tokio Marine & Nichido were 49,843 tons versus the initial-year target of 56,276 tons (-1% from the previous fiscal year) and -12.3% compared with the previous fiscal year due to energy conservation efforts.

[Data coverage rate]

100.0% of Tokio Marine & Nichido overall (employee base)

(Unit: tons)

		Fiscal 2018	Fiscal 2019	Fiscal 2020
CO₂ emissions		59,664	56,844	49,843 <input checked="" type="checkbox"/>
Scope 1	Direct (Gas, heavy oil, gasoline, etc.)	6,920	6,427	4,991 <input checked="" type="checkbox"/>
Scope 2	Indirect (Electricity, chilled/hot water, etc.)	35,609	32,772	30,353 <input checked="" type="checkbox"/>
Scope 3	Total	17,135	17,646	14,499 <input checked="" type="checkbox"/>
	Category 1: Purchased goods and services (Paper usage)	11,647	9,904	8,601 <input checked="" type="checkbox"/>
	Category 3: Fuel- and energy-related activities not included in Scope 1, 2 (Electricity, steam and chilled/hot water usage)	2,813	5,064	4,957 <input checked="" type="checkbox"/>
	Category 5: Waste generated in operations (Waste generation)	970	965	783 <input checked="" type="checkbox"/>
	Category 6: Business travel (by air)	1,704	1,713	158 <input checked="" type="checkbox"/>
CO₂ emissions per employee		3.45	3.31	2.88
Number of employees		17,264 persons	17,146 persons	17,253 persons

Data calculation method (☒ items)
[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#)

"1. Calculation Method of CO₂ emissions originating from energy consumption and CO₂ absorption and fixation"

Data collection scope (☒ items)

Tokio Marine & Nichido

Environmental Load Data (Tokio Marine & Nichido)

	Units	Fiscal 2018	Fiscal 2019	Fiscal 2020
Electricity usage	1,000kWh (GJ)	71,400 (257,075)	67,489 (242,960)	65,580 <input checked="" type="checkbox"/> (236,088)
Gas usage	1,000m ³ (GJ)	706 (31,272)	667 (29,618)	654 <input checked="" type="checkbox"/> (29,177)
Steam and chilled/hot water usage	GJ	20,509	14,060	14,771 <input checked="" type="checkbox"/>
Gasoline usage	kℓ (GJ)	2,239 (77,463)	2,067 (71,535)	1,464 <input checked="" type="checkbox"/> (50,662)
Heavy oil usage	ℓ (GJ)	25,722 (1,006)	23,653 (924)	22,949 <input checked="" type="checkbox"/> (897)
Business travel (by air)	1,000km	15,273	16,667	1,366 <input checked="" type="checkbox"/>
Water usage	1,000m ³	287	302	215 <input checked="" type="checkbox"/>
Paper usage	t	6,365	5,412	4,700 <input checked="" type="checkbox"/>
Waste	t	4,136	3,585	2,895 <input checked="" type="checkbox"/>
Recycling rate	%	57.1	51.6	56.6 <input checked="" type="checkbox"/>

Data calculation method (☒ items)
[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#)

"1. Calculation Method of Environmental load data"

Data collection scope (☒ items)

Tokio Marine & Nichido

Human Rights and Labor

Data Coverage Rate

Tokio Marine Holdings and major subsidiaries (employee base) are calculated as 100%.

Tokio Marine Holdings and domestic major subsidiaries:

58.9% of Tokio Marine Holdings and major subsidiaries (employee base)

Tokio Marine & Nichido:

39.7% of Tokio Marine Holdings and major subsidiaries (employee base)

Basic Data

[Number of employees (Tokio Marine Holdings and major subsidiaries)]

	Fiscal 2018	Fiscal 2019	Fiscal 2020
Total number of employees (consolidated fiscal year base)	40,848	41,101	43,260
Tokio Marine Holdings and domestic major subsidiaries	Male: 12,924 Female: 12,478 Overall: 25,402	Male: 12,695 Female: 12,638 Overall: 25,333	Male: 12,674 <input checked="" type="checkbox"/> Female: 12,797 <input checked="" type="checkbox"/> Overall: 25,471 <input checked="" type="checkbox"/>
Tokio Marine Holdings and overseas major subsidiaries	Asia: 3,182 North and Central Americas: 10,480 Europe: 981 Overall: 14,643	Asia: 4,159 North and Central Americas: 10,996 Europe: 734 Overall: 15,889	Asia: 4,870 North and Central Americas: 12,262 Europe: 777 Overall: 17,909

[Basic employee data (Tokio Marine Holdings)]

	Fiscal 2019	Fiscal 2020	Fiscal 2021
The ratio between the total annual compensation of the Chief Executive Officer and the mean employee compensation*	10.6%	11.5%	13.0%

*The total CEO compensation / The mean employee compensation

Data calculation method (☒ items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

"1. Calculation Method of Basic data on human rights and labor, and use of diverse human resources"

Data collection scope (☒ items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#) 

Companies in which the headquarters is in Japan of "2. Tokio Marine Holdings and its subsidiaries (as of March 31, 2021)"

[Basic employee data (Tokio Marine & Nichido)]

	Fiscal 2018	Fiscal 2019	Fiscal 2020
Average age	Male: 47 Female: 37 Overall: 41.8	Male: 47 Female: 37 Overall: 42	Male: 47 Female: 37 Overall: 42
Average years continuously employed	Male: 12 Female: 11 Overall: 11.8	Male: 12 Female: 12 Overall: 12	Male: 12 Female: 12 Overall: 12
Average annual salary	Approx. ¥8.16 million	Approx. ¥7.57 million	Approx. ¥7.73 million
Turnover rate*	2.1%	2.1%	2.0%
Total turnover rate	2.40%	2.50%	2.30%

*The turnover rate is calculated based on the number of personnel who quit voluntarily (excluding the age-limit retirement).

[Number of new hires (Tokio Marine & Nichido)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
Male: 185 Female: 391 Overall: 576	Male: 183 Female: 395 Overall: 578	Male: (New graduates) 206 (Mid-career hires) 34 Female: (New graduates) 418 (Mid-career hires) 8 Overall: (New graduates) 624 (Mid-career hires) 42

Fair Personnel System and Management

[Employee attitude survey (Tokio Marine & Nichido)]

	Fiscal 2018	Fiscal 2019	Fiscal 2020
Respondents	15,660 (Response rate: 88%)	15,851 (Response rate: 89%)	16,126 (Response rate: 91.6%)
Level of satisfaction	Male: 88% Female: 81% Overall: 84%	Male: 88% Female: 80% Overall: 83%	Male: 95.2% Female: 92.0% Overall: 93.4%

[Labor union participation rate (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
100%	100%	100%

◎ Development of Human Resources

[Employee training (Tokio Marine & Nichido)]

	Fiscal 2018	Fiscal 2019	Fiscal 2020
Total training hours	269,358 hrs.	314,659 hrs.	226,503 hrs.
Average training hours per employee	19.00 hrs.	21.00 hrs.	15.29 hrs.
Total training cost	¥1,028,502,256	¥1,107,696,463	¥737,803,807
Average training cost per employee	¥69,933	¥75,159	¥49,804

[Job request system (job posting system) (Tokio Marine & Nichido)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
Applicants: 309 Approval: 189	Applicants: 449 Approval: 227	Applicants: 433 Approval: 224

*Approved requests take effect in the fiscal year after that of the application.

◎ Utilizing Diverse Human Resources

[Number of directors and managers (Tokio Marine Holdings and domestic major subsidiaries)]

	Fiscal 2018	Fiscal 2019	Fiscal 2020
Directors (including executive officers)	Male: 211 Female: 11 Overall: 222	Male: 209 Female: 13 Overall: 222	Male: 204 <input checked="" type="checkbox"/> Female: 13 <input checked="" type="checkbox"/> Overall: 217 <input checked="" type="checkbox"/>
General managers	Male: 768 Female: 35 Overall: 803	Male: 796 Female: 36 Overall: 832	Male: 804 <input checked="" type="checkbox"/> Female: 37 <input checked="" type="checkbox"/> Overall: 841 <input checked="" type="checkbox"/>
Section managers	Male: 2,660 Female: 333 Overall: 2,993	Male: 2,558 Female: 349 Overall: 2,907	Male: 2,518 <input checked="" type="checkbox"/> Female: 361 <input checked="" type="checkbox"/> Overall: 2,879 <input checked="" type="checkbox"/>
Managers (general managers and section managers) total	Male: 3,428 Female: 368 Overall: 3,796	Male: 3,354 Female: 385 Overall: 3,739	Male: 3,322 <input checked="" type="checkbox"/> Female: 398 <input checked="" type="checkbox"/> Overall: 3,720 <input checked="" type="checkbox"/>
(Deputy managers) *Only Tokio Marine & Nichido	Male: 1,736 Female: 423 Overall: 2,159	Male: 1,638 Female: 492 Overall: 2,130	Male: 1,605 Female: 619 Overall: 2,224

Data calculation method (☒ items)

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"1. Calculation Method of Basic data on human rights and labor, and use of diverse human resources"

Data collection scope (☒ items)

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Companies in which the headquarters is in Japan of "2. Tokio Marine Holdings and its subsidiaries (as of March 31, 2021)"

[Number of female directors (Tokio Marine & Nichido, as of April 1, 2021)]

Directors and officers	Rate
5	8.3%

**[Number of employees using the system for continued employment of older employees
(Tokio Marine Holdings and domestic major subsidiaries)]**

Fiscal 2018	Fiscal 2019	Fiscal 2020
753	773	831

[Rate of employment of persons with disabilities] (as of December 1 for each fiscal year)

Fiscal 2018	Fiscal 2019	Fiscal 2020
2.32%	2.39%	2.35%

*The employment rate in Japan for Tokio Marine Holdings, Tokio Marine & Nichido, Tokio Marine Business Support, Tokio Marine & Nichido Career Service and Tokio Marine Nichido Better Life Service was calculated using the formula stipulated in the Employment Rate System for Persons with Disabilities.

● Reform of Working Styles

[Retiree rehiring system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
17	21	6

[Maternity leave system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
712	721	603

[Childcare leave system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
Male: 150 Female: 1,195 Overall: 1,345	Male: 102 Female: 1,259 Overall: 1,361	Male: 123 Female: 1,271 Overall: 1,394

[Short working hours system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
1,285	1,369	1,481

[Resumption of work support system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
1,298	1,265	1,210

[Return to work rate after taking childcare leave (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
Male: 100%	Male: 100%	Male: 100%
Female: 97.2%	Female: 89.1%	Female: 77.7%

[Employee retention rate after taking childcare leave (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
Male: 100%	Male: 100%	Male: 100%
Female: 97.2%	Female: 94.3%	Female: 76.5%

[Spouse childbirth leave (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
42	30	17

[Nursing care leave system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
34	31	53

[Nursing care temporary retirement system (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
17	20	7

[Annual average actual working hours (Tokio Marine & Nichido)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
1949.6 hrs.	1,925 hrs.	1,987 hrs.

[Monthly average overtime hours (Tokio Marine & Nichido)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
20.7 hrs.	20.28 hrs.	22.63 hrs.

*Including legal overtime hours

[Number of annual paid leave days taken (Tokio Marine & Nichido)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
15.2 days	16.9 days	15.8 days

● Health Management and Occupational Health and Safety

[Percentage of employees who received health checks (Tokio Marine & Nichido)]

Category	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021 numerical targets
Percentage of employees who received health checks	100%	100%	100%	100%	100%
Percentage of employees who underwent a detailed examination after a regular checkup	88.7%	88.5%	86.4%	87.2%	Over 90.0%
Uterine cancer screening rate	63.2%	62.8%	66.0%	60.5%	Over 67.6%
Breast cancer screening rate	79.6%	78.2%	81.1%	74.6%	Over 82.2%
Prostate cancer screening rate	74.9%	75.3%	76.0%	73.1%	—

[Specific health guidance implementation rate (Tokio Marine & Nichido)]

Category	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020 numerical targets
Specific health guidance implementation rate	58.2%	59.8%	57.3%	52.4%	Over 60.0%

[Awareness on health (Tokio Marine & Nichido)]

Category	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022 numerical targets
Status of health literacy*1	4.11	4.13	*2	4.10*3	Over 4.13

*1: Response to employee questionnaires (on a maximum scale of 5 points)

*2: Not implemented due to system change *3: Preliminary figures

[Participation in health improvement measures (Tokio Marine & Nichido)]

Category	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021 numerical targets
Number of employees who participated in Health Promotion Month/Health Challenge	6,599	7,478	7,060	8,101	Over 8,120

[Health status of employees (Tokio Marine & Nichido)]

Category	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021 numerical targets
Findings at a regular health checkup	49.3%	50.5%	51.8%	54.0%	Under 50.0%
Persons maintaining a healthy body weight (BMI)	68.9%	68.4%	68.3%	67.8%	Over 70.0%
Smoking rate	15.3%	14.5%	13.7%	12.7%	Under 12.8%
Rate of employees who have developed physical exercise habits	16.7%	18.1%	18.4%	19.5%	Over 20.0%
Stress test execution rate	97.4%	97.9%	98.4%	98.7%	Over 98.0%
Rate of employees with a high stress level	9.4%	9.9%	9.9%	8.2%	Under 10.0%

[Independent initiative implementation status (Tokio Marine & Nichido)]

Category	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021 numerical targets
Number of employees participating in anti-obesity initiatives for young employees	219	230	301	*	280

* Postponed due to the COVID-19 pandemic

[Industrial accidents (Tokio Marine Holdings and domestic major subsidiaries)]

Occupational accidents

Fiscal 2018	Fiscal 2019	Fiscal 2020
101	106	72

Commuting accidents

Fiscal 2018	Fiscal 2019	Fiscal 2020
75	70	63

[Absentee rate* (Tokio Marine & Nichido)]

Fiscal 2019	Fiscal 2020	Fiscal 2021
1.08 %	0.98 %	1.19%

*Total days lost due to absenteeism / Total days scheduled to be worked

Data calculation method (items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#)

"1. Calculation Method of Industrial accidents"

Data collection scope (items)

[Method of Calculation and Scope in Data Collection for Key Sustainability Indicators \(PDF/178KB\)](#)

Companies in which the headquarters is in Japan of "2. Tokio Marine Holdings and its subsidiaries (as of March 31, 2021)"

◎ Human Rights

[Human rights training participation rate (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
99.9%	100%	100%

[Human rights training hours (Tokio Marine & Nichido)]

	Fiscal 2018	Fiscal 2019	Fiscal 2020
Total training hours	19,193 hrs.	21,622 hrs.	21,789 hrs.
Training hours per employee	1 hr.	1 hr.	1 hr.
Participation rate	100%	100%	100%

◎ Local Community and Social Contribution Activities

[Employee participation rate in volunteer activities (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
135.9%	144.9%	113.5%

[Number of employees who took volunteer leave (Tokio Marine Holdings and domestic major subsidiaries)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
122	94	9

[Donations (Including monetary and in-kind donations by Tokio Marine Holdings, domestic major subsidiaries and other affiliated companies)]

Fiscal 2018	Fiscal 2019	Fiscal 2020
Approx. ¥1,482 million (includes disaster support of approx. ¥23 million)	Approx. ¥1,280 million (includes disaster support of approx. ¥13 million)	Approx. ¥2,062 million (includes disaster support of approx. ¥5 million)

*This includes donations by miscellaneous expenses for social contribution programs, payments in kind, opened facilities and employee dispatching.

*Monetary donations by employees and agents in fiscal 2020: Approx. ¥9.5 million

[Social Contribution Strategy \(PDF/145KB\)](#)